

## RONALD HOH

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### ARBITRATION EXPERIENCE:

I have been selected as an arbitrator in nearly 1900 cases in the public, private and federal sectors since 1981, and have functioned as an arbitrator full time since 1987. I have addressed such issues as seniority, layoff, recall, bumping, unit coverage, work performance, leaves of absence, holiday and vacation eligibility and pay, overtime eligibility and pay, shift hours, promotion, transfer, alcohol and drug use, health insurance, arbitrability, management rights, past practice, contracting out, discipline and discharge. Over seventy of my arbitration decision have been published, including 87 LA 729 (Consolidated Coal Company/UMWA Local 1825), 16 LAIS 1120 (Challenger Wrecker Manufacturing Co./Teamsters Local 1049), 88-2 ARB No. 8562 (Reno Hilton Hotel/Plumbers Local 350), 89-1 ARB No. 8031 (Grant Joint Union High School District/CSEA Chapter 523), 89-2 ARB No. 8505 (W.R. Grace Co./Teamsters Local 238), 96 LA 1051 (University of Northern Iowa/AFSCME Council 61), 93 LA 660 (Watkins, Inc./Chemical Workers Local 228), 16 LAIS 2082 (Delhi Elementary School District/CTA), 17 LAIS 2058 (San Francisco General Hospital Medical Center/SEIU Local 790), 94 LA 1212 (City of Cedar Rapids/ Firefighters Local #4), 94 LA 102 (Western Iowa Tech Community College/Education Assn.), 97 LA 839 (El Dorado County/Employees Association), 91-2 ARB No. 8579 (Stockton Unified School District/Employees Assn.), and 94-1 ARB No. 4022 (City of Flora/ IBEW Local 702). I have also served as an interest arbitrator in about sixty-five cases in seven states during the past eighteen years, in disputes involving police, firefighters, state, school district, and other city and county employees, as an interest factfinder in approximately forty-five education and city/county cases in Iowa, Montana and California, and as a mediator in about 400 labor/management and employment law cases.

### PERMANENT ARBITRATION PANELS:

State of Alaska/ASEA-AFSCME; Union Pacific Railroad / United Transportation Union; California State University/California Faculty Assn; Sacramento Air Logistics Center/AFGE; United Can Company/Teamsters; State of Iowa/UE Local 893-Iowa United Professionals; University of Northern Iowa/United Faculty; Reynolds Aluminum Company/GCIU; PACT Headstart/SEIU; Illinois Assn. of Retarded Citizens/SEIU; Gen. Services Administration/AFGE; Sioux City Community Schools/Education Assn; Consolidated Coal Company/ Peabody Coal Company/Arch of Illinois/UMWA; San Juan Unified School District/Teamsters; City of Cedar Rapids/AFSCME/Teamsters; Las Vegas Metro Police Commission/Supervisors & Managers Association; Decker Coal Company/UMWA; State of Montana/MFSA; State of Nebraska/AFSCME Council #61; Social Security Administration/AFGE; City of Redondo Beach/Employees Assn; San Bernardino County/Deputy Sheriffs Association; U.S. Postal Service/American Postal Workers Union; American Airlines/Association of Professional Flight Attendants; Decker Coal Company/UMWA; Federal Aviation Administration/Air Traffic Controllers Association; Bureau of Indian Affairs/Federation of Indian Services Employees; Southern California Gas Company/Utility Workers; Ameren-CILCO IBEW; Ameren-UE/IBEW; Ameren-CIPS/IBEW; Bay Area Rapid Transit District/ATU; University of California/Coalition of University Employees (Statewide Clerical Unit); University of California/AFT (Statewide Librarian Unit); Pentagon Force Protection Agency/Police Labor Committee; Merced County/Employees Assn; Edwards Air Force Base/AFGE Council #214; Smith Foods – Albertson's Foods/UFCW; Air Force Technical Command /AFGE; Boeing Corporation / Electronic and Space Technicians; L-3 Communications / Electronic and Space Technicians. Permanent Panel Hearing Officer, Los Angeles City Employee Relations Board, Phoenix Employment Relations Board. Los Angeles Unified School District Personnel Commission, and American Arbitration Association National Panel for Recognition and Representation Disputes.

### PRIOR WORK EXPERIENCE:

9/85 to 8/87: Regional Director, California Public Employment Relations Board, Sacramento California

I was responsible on a regional for implementation and interpretation of three collective bargaining laws governing various California public employees. I supervised a staff of administrative law judges, public employment specialists, and support personnel. Concomitantly, I held hearings and wrote decisions in the more difficult representation cases handled by the agency, and assisted the parties in voluntarily resolving their disputes in a number of areas.

7/80 to 9/85: Director, Mediation Services  
Iowa Public Employment Relations Board

3/75 to 7/80: Mediator/Administrative Law Judge  
Iowa Public Employment Relations Board

During my tenure with the Iowa Public Employment Relations Board, I held hearings and issued decisions in approximately 120 representation and unfair labor practice cases, functioned as contract mediator in approximately 350 state, county, city and school district collective bargaining impasses, and issued 18 arbitration decisions. In addition, I was responsible for supervision, recruitment, training and development of about 40 ad-hoc mediators, and for reviewing the performance of mediators, factfinders and arbitrators listed by our agency. I had overall responsibility for the delivery of timely mediation services in an average of 650 cases per year.

2/74 to 3/75: Field Examiner  
National Labor Relations Board  
Milwaukee, Wisconsin

5/73 to 9/73: Intern Field Examiner  
National Labor Relations Board  
Peoria, Illinois

#### EDUCATION:

1972 Bachelor of Arts (B.A.) in Labor Economics  
University of Illinois at Urbana-Champaign

1974 Master of Arts (M.A.) in Industrial Relations  
Institute of Labor and Industrial Relations  
University of Illinois

#### PER DIEM FEE AND CANCELLATION POLICY:

\$1350 / day, plus expenses. One day of per diem per scheduled hearing date set if notice of postponement or cancellation is not received more than forty-five days prior to the scheduled hearing date(s). Case substitutions on the scheduled hearing date(s) are allowed without penalty.

#### PROFESSIONAL SOCIETIES:

Member: National Academy of Arbitrators; Society of Professionals in Dispute Resolution; Industrial Relations Association of Northern California (Executive Board, 1990-1 and 2012-15), President, 1991-2); National Association of Administrative Law Judges; Sacramento County Bar Association, Labor Law Section; National Panel of Consumer Arbitrators; California State Bar Association, Fee Arbitration Panel; Better Business Bureau, Autoline Arbitration Board; Labor and Employment Relations Association, Gateway Chapter.

#### PROFESSIONAL ACTIVITIES:

Listed with: Federal Mediation & Conciliation Service; American Arbitration Assn; National Mediation Board; California State Mediation Service; California Public Employment Relations Board; Los Angeles City Employee Relations Board; Iowa Public Employment Relations Board; Illinois Educational Labor Relations Board; Washington Public Employment Relations Board; Nebraska Commission of Industrial Relations; Oregon Employment Relations Board; Montana Board of Personnel Appeals; Virgins Islands Public Employment Relations Board; and Phoenix City Employment Relations Board. Member (1998-2003) and President (2002-03), Sacramento City Civil Service Commission.

Teaching: Adjunct Instructor, Labor Relations and Labor Law - National University (1988-present); Instructor, Labor Relations and Labor Law - Des Moines Area Community College (1982-5). Dispute Resolution Trainer for American Arbitration Association, George Meany Center for Labor Studies., U.S. Forest Service, California State Employees Association, Peace Officers Association of California, National Federation of Federal Employees, California State Firefighters Association, Iowa Public Employment Relations Board, California State Firefighters Association, Public Employees Union Local #1, California State Bar Association-Labor Law Section, and Montana Board of Personnel Appeals

Author: "Mediation Effectiveness in Public Sector Arbitration Systems - The Iowa Experience" Arbitration Journal (June 1984); "Factfinding: The Success Story in the Iowa Public Sector" 32 California Public Employment Relations, No. 71 (December, 1986); "Interest Arbitration for California Police and Firefighters - New Dynamics, New Concerns" California Public Employment Relations No. 145 (December, 2000); "Statutory Construction in Impasse Resolution Under S.B. 402: A Call for Alternative Methods" California Public Employee Relations No. 149 (August, 2001); "Binding Interest 'Mediation': Plowing New Ground for California Agricultural Labor Relations" California Labor and Employment Law Quarterly (March, 2003); "Interest Arbitration and Bargaining in Montana Protective Services: Something Old, Something New" Montana Lawyer (March, 2007); "Interest Arbitration Under the Employee Free Choice Act: What We Can Learn From the American and Canadian Experiences" Dispute Resolution Journal (November 2009).

Author/Editor: California Labor Law Digest and EEO - Discrimination in Employment Digest (California Chamber of Commerce, 1991-95 Formerly: Ad Hoc Hearing Officer, Iowa Civil Rights Commission; Program Coordinator, Midwest Consortium of Neutral Agencies

**UNPUBLISHED ARBITRATION CASES - RONALD HOH**

19 LA 436	<u>City of Sioux City/Police Association</u>	86-2 ARB No. 8515	<u>Consolidation Coal Company/UMWA Local 2216</u>
14 LA 471	<u>City of Evansdale/Teamsters Local 844</u>	87-2 ARB No. 8514	<u>Peabody Coal Company/UMWA Local 1602</u>
15 LA 506	<u>Consolidation Coal Company/UMWA Local 9721</u>	88-1 ARB No. 8106	<u>Cargill, Inc./Teamsters Local 90</u>
17 LA 434	<u>Social Security Administration/AFGE Local 1336</u>	88-2 ARB No. 8562	<u>Reno Hilton Hotel/Plumbers Local 350</u>
17 LA 729	<u>Consolidation Coal Company/UMWA Local 1825</u>	89-1 ARB No. 8031	<u>Grant Unified High School Dist./CSEA Chap. 523</u>
18 LA 1044	<u>Peabody Coal Company/UMWA Local 9819</u>	89-2 ARB No. 8505	<u>W.R. Grace Company/Teamster Local 238</u>
11 LA 855	<u>City of Davenport/Teamster Local 238</u>	90-2 ARB No. 8534	<u>City of Cedar Rapids/Firefighters Local 4</u>
11 LA 1121	<u>Iowa Public Service Company/IBEW Local 189</u>	91-2 ARB No. 8579	<u>Stockton Unified School Dist./San Joaquin Emp. Assn.</u>
13 LA 470	<u>Sacramento Air Logistics Center/AFGE Local 1857</u>	93-1 ARB No. 3162	<u>Canton USD/Illinois Educational Support Assn.</u>
13 LA 660	<u>Watkins, Inc./Chemical Workers Local 228</u>	93-2 ARB No. 3516	<u>Interstate Water Company/IBEW Local 51</u>
14 LA 103	<u>Western Iowa Tech Com. College/Education Association</u>	94-1 ARB No. 4022	<u>City of Flora/IBEW Local 702</u>
14 LA 1212	<u>City of Cedar Rapids/Firefighters Local 4</u>	94-1 ARB No. 4244	<u>Sacramento Air Logistics Center/AFGE Local 1857</u>
16 LA 1051	<u>University of Northern Iowa/AFSCME Council 61</u>	94-2 ARB No. 4308	<u>United Can Company/Teamsters Local 748</u>
17 LA 839	<u>El Dorado County/Employees Association</u>	96-2 ARB No. 6400	<u>City of Simi Valley/SEIU Local 998</u>
17 LA 988	<u>Allen Dairy Products Company/RWDSU</u>	97-1 ARB No. 3153	<u>City of Redding/Police Officers Association</u>
12 LA 308	<u>State of Iowa/Iowa United Professionals</u>	98-1 ARB No. 5041	<u>City of Folsom/Correctional Peace Officers Assn.</u>
12 LA 806	<u>United Can Company/Teamsters Local 748</u>	98-1 ARB No. 5069	<u>United Metro Materials Company/Teamsters Local 104</u>
13 LA 1136	<u>Springfield Assn. of Retarded Citizens/SEIU Local 73</u>	98-2 ARB No. 5276	<u>Sioux City of Community School Dist./Education Assn.</u>
19 LA 1125	<u>Mason City Com. School Dist./Teamsters Local 828</u>	99-1 ARB No. 5383	<u>Safeway Milk Products Division/Teamsters Local 853</u>
10 LA 519	<u>Culver City Unified School Dist./CA Fed. of Teachers</u>	99-2 ARB No. 3108	<u>Ogden Air Logistic Center/AFGE Local 1592</u>
11 LA 89	<u>Pajaro Valley Unified School District/CSEA</u>	99-2 ARB No. 3062	<u>Vermillion County/Illinois FOP Lodge No. 51</u>
13 LA 409	<u>Cutler Hammer-Eaton Corp./Machinists Local 1165</u>		
13 LA 1053	<u>Washoe Co. School Dist./Nevada Classified Emp. Assn.</u>		

2 LAIS 1254	<u>Consolidation Coal Company/UMWA Local 9721</u>	18 LAIS 4086	<u>Cupertino High School District/Education Association</u>
1 LAIS 1014	<u>Peabody Coal Company/UMWA Local 9819</u>	19 LAIS 2007	<u>City of Bremerton, Washington/Parolmens Assn.</u>
1 LAIS 1083	<u>Peabody Coal Company/UMWA Local 9819</u>	19 LAIS 2015	<u>Stockton USD/San Joaquin Public Employees Association</u>
5 LAIS 1031	<u>Peabody Coal Company/UMWA Local 9819</u>	20 LAIS 2031	<u>Canton Union School Dist./Educational Support Personnel</u>
5 LAIS 3026	<u>Peabody Coal Company/UMWA Local 9819</u>	20 LAIS 2035	<u>Stanislaus County/AFSCME Local 110</u>
5 LAIS 3216	<u>Glenwood Com. School District/Education Association</u>	22 LAIS 2031	<u>City of Carson City, Nevada/Firefighters Local 2251</u>
5 LAIS 1220	<u>Challenger Wrecker Mfg. Co./Teamsters Local 1049</u>	23 LAIS 2010	<u>City of North Las Vegas/IAFF Local 607</u>
5 LAIS 2082	<u>Delhi Elementary School District/Teachers Association</u>	24 LAIS 2049	<u>City of Los Angeles/Police Protective League</u>
7 LAIS 2031	<u>Cutler-Orosi Unified School District/CSEA Chapter 253</u>	25 LAIS 2007	<u>Calaveras County/Deputy Sheriffs Association</u>
7 LAIS 2058	<u>San Francisco Gen. Hospital Med. Ctr./SEIU Local 790</u>	25 LAIS 3297	<u>City of Folsom/Correctional Peace Officers Association</u>
3 LAIS 2086	<u>V.J.T. Community School District/Illinois Education Assn.</u>	26 LAIS 3009	<u>Pomeroy-Palmer CSD/Education Association</u>